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NORTHEAST EXECUTIVE COMMITTEE  
PROMULGATES SUPPLEMENTARY WAGE GUIDE

As a supplement to the Revised Wage Standard Guide for Public Enterprises announced on 7 September 1948, the following Supplementary Guide for Payment of Wage Standards in Public Enterprises was promulgated by the Northeast Committee on 28 April 1949.

## 1. Wage Standards

Wage standards for workers in public enterprises shall be based on the following five commodities: food -- mixture of kaoliang, unpolished rice, and wheat; cloth -- standard white "chieh-fang" (liberation) cloth; vegetable oil; salt; and bituminous coal.

## 2. Value of Fee for Wage Payments

Wages shall be computed on the basis of a "fen" (Ueda: 734), each fen having the following fixed values: food, 2.16 pounds; chieh-fang cloth, 7.86 inches in length; vegetable oil, .504 pound, salt, .06 pound; and bituminous coal, 7.3 pounds.

### 3. Calculating the Value of a Ten

Based on the wage standards of a fen and the prevailing prices of commodities on the 20th of each month in the public stores of important areas, the Finance and Economics Committee shall announce once a month the value of commodities for the payment of wages. The announced prices shall remain in effect for a one-month period and all state stores and workers' cooperatives will be required to sell their goods to the workers at the established prices regardless of price fluctuations.

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## 4. Methods of Paying Wages

One half of the wage shall be paid in currency and the remainder in wage commodity stamps. If necessary, wage commodity stamps may exceed 50 percent in the payment of wages. Goods will not be given as payments for wages. Wage commodity stamps are to be used by the workers in purchasing the five commodities listed above from the state stores and workers' cooperatives located in the area. However, the purchases shall not be limited to these five commodities. When necessary, the workers will be permitted to buy other commodities, the prices to be paid for such commodities to be based on the prices set by the state stores and workers' cooperatives.

## 5. Pay Periods

Wages must be paid before the 10th of each month. Public enterprises may make advance loans in cash according to wages due the workers and may allow the workers to purchase goods from the cooperatives within the enterprises. Accounts will be cleared at the end of each month. Such loans or credit must not exceed 50 percent of monthly earnings.

## 6. Distribution and Methods of Using Wage Commodity Stamps

a. The printing and distribution of wage commodity stamps shall be done only by the Ministry of Commerce of the Northeast Executive Committee. No other commodity stamps may be accepted by public stores or workers' cooperatives. Wage commodity stamps will be printed in denominations of 1, 5, 10, and 50 fen.

b. Wage commodity stamps will be printed by districts as follows: An-tung, T'ung-hua, Hsi-an, Liao-yang, Ying-p'ing, Hsi-chou, Ssu-p'ing, Fu-hsin, Chi-lin (Kirin), Ch'ang-ch'un, Ch'ao-ch'i-ha-erh, Pei-an, Ha-erh-ping, Mu-tan-chiang, Kuei-mu-shu, Fu-shun, Fen-ch'i, An-shan, Shen-yang (Mukden), Ch'eng-te, and Ch'ih-feng districts. The circulation of one district's wage commodity stamps in another district is strictly forbidden.

c. The use of wage commodity stamps on the market is strictly forbidden. They will be honored only in purchasing commodities from the state stores and workers' cooperatives located in the area and may not be used for paying taxes or other such purposes.

d. The wage commodity stamps will be honored in purchasing any goods sold at the state stores or workers' cooperatives. The prices of commodities not listed by the Wage Department of the Finance and Economics Committee may be computed by using the commodity computation rules found in the Wage Commodity Stamps Regulations.

e. Unused wage commodity stamps may be used during the following month. However, the value will be governed by the price value of commodities issued by the Finance and Economics Committee for that month.

f. Wage commodity stamps may be deposited with the Northeast Bank by the workers. They will be treated according to the commodity savings regulations.

g. No duplicate wage commodity stamps shall be issued for lost stamps.

h. Wage commodity stamps must be used within the period set by the Ministry of Commerce and the Wage Department of the Finance and Economics Committee.

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i. The approval of the labor union and government authorities must first be obtained before a worker may send his wage commodity stamps to dependents living in the Northeast areas. The value of the wage commodity stamps will be governed, however, by the area in which the dependents are living.

j. The remittance of workers' wages to dependents living outside the Northeast areas will be governed by the bank-draft regulations and must be handled through the banks.

k. Procedures for obtaining wage commodity stamps -- Enterprises must periodically submit a budget to the wage department of the main government agency in the area, which in turn will submit it to the General Account Bureau of the Finance and Economics Committee for recording, after which a notice will be sent to the Ministry of Commerce for the distribution of wage commodity stamps.

l. Any person using counterfeit wage commodity stamps to purchase goods at state stores and workers' cooperatives will be held responsible and may be subjected to questioning as to source of the stamps by any member of the store or cooperative. If the answer is not satisfactory, he may be sent to the main office of his unit to be handed over to legal authorities.

#### 7. Enforcement Agencies

In order to facilitate the performance of their main duties, such as enforcing wage policies, eliminating production losses resulting from inefficient distribution of commodities, etc., all enforcement agencies must undertake to do the following:

a. Aside from establishing a wage investigation committee, a wage special control department, or section, must be established by the governments on each level and by agencies in charge of the enterprises before 20 May 1949. This department, or section, will be charged with the following tasks: research, organization, planning and handling all wage matters of the enterprises, enforcing wage decisions made by higher authorities, guiding and investigating state stores and workers' cooperatives in the enforcement of wage policies.

b. Aside from assisting the various enterprises in establishing workers' cooperatives, the Ministry of Commerce must establish state stores in the various mining districts and cities before 20 May 1949.

c. Enterprise control agencies and their subordinate units must render every assistance to the workers in establishing workers' consumer cooperatives before 20 May 1949. The cadre of the cooperatives must be made up of both government and labor union personnel.

d. The management of workers' cooperatives, operated in the various public enterprises, shall be guided by the labor union until a Board of Directors has been chosen by the cooperative members at a conference to be held at some later date.

e. The main function of state stores and cooperatives operated by the factories will be to supply workers with the five commodities listed as wage standards.

f. Aside from the five commodities, all state stores and cooperatives must carry other daily necessities as well as goods required by the workers.

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g. The stocks to be supplied by state stores shall be based on the total monthly wages paid to the workers, presumably those working in the factories and patronizing stores in the factories. The amount to be supplied shall be computed by the Ministry of Finance while the supplies are to be delivered by the Ministry of Commerce. The initial stocks of workers' cooperatives shall be supplied by the Ministry of Commerce on credit. The amount to be supplied shall be computed on the basis of the total monthly wages paid to the workers. After the first month, additional supplies may be obtained by the cooperatives by turning in wage commodity stamps obtained from sales.

h. The price of goods purchased by the cooperatives from state stores shall be based on established prices.

i. Spoilage, transportation costs, and other unavoidable losses suffered by state stores and cooperatives in obtaining commodities, shall be born by the government.

j. Wage agencies of various levels, state stores and workers' cooperatives will be required to prepare and submit a monthly report on the wage payment situation as well as all wage problems faced during the month to their main offices so that a report may be made to the Wage Department of the Finance and Economics Committee.

8. Instructions contained in this guide shall be put into force from 1 May 1949. Any state stores or workers' cooperatives unable to meet this deadline because of unavoidable circumstances may submit a request to the appropriate authorities for extension. If approved, they will be given until 1 Jun 1949.

9. This guide will supersede all previous wage payment regulations issued.

10. The authority for revision and interpretation of this guide is reserved by the Northeast Executive Committee.

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